

Hello team -

I want to further follow up from the conversations I've had with many of you over the last day. As many of you know, Niraj and I care a great deal about humanitarian issues. We agree that there is a crisis at the border and people there are in need. Wayfair has provided millions of dollars to support a variety of charities, including Habitat for Humanity, Homes for Our Troops and the many charities that you all choose to support through our matching program. As we have responded in the past to natural disasters and other urgent needs for humanitarian relief (ie. Hurricane Florence, CA wildfires, etc.), we will make a donation of \$100,000 to support the American Red Cross in their effort to help those in dire need of basic necessities at the border. We believe strongly in the political process in our country and the power of individuals engaging in it to create change. As we enter the next election cycle, the ability for everyone to contribute their views and be politically engaged is even more important.

We respect the passion of all our employees on this issue and look forward to continuing our dialogue with you.

Steve and Niraj